

EQUALITY IMPACT ASSESSMENT – RESULTS

<p>Title of Policy</p>	<p>Redeployment within NHSScotland Partnership Information Network (PIN) policy.</p>
<p>Summary of aims and desired outcomes of Policy</p>	<p>This policy sets a minimum standard and provides a model, which can be adapted at local level, to ensure a fair and consistent approach to the process of exploring suitable alternative employment (i.e. redeployment) for all employees identified as being displaced from their post as a result of organisational change; or, following application of formal processes relating to capability (whether due to ill-health or performance); or, in advance of the non-renewal of a fixed term contract upon expiry. It will apply to all affected NHSScotland employees from the point it is identified that they will be ‘displaced’. It is designed to promote fairness and consistency of approach and treatment across NHSScotland in compliance with Boards’ obligations under the NHSScotland Staff Governance Standard.</p>

Directorate: Division: team	Directorate for Health Workforce and Performance; Staff Governance and Employee Experience Division; Staff Governance Team.
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Executive summary

This policy represents the outcome of an exercise to revise the existing Partnership Information Network (PIN) policy which was published in 2005. The policy is updated to reference new legislation that impacts on Redeployment to achieve consistency across NHSScotland Boards.

Background

PIN policies are high-level documents setting minimum standards which NHSScotland Boards are expected to meet or exceed in their local policies. This specific PIN policy is intended to ensure Boards, as employers, adhere to a fair and consistent approach to the process of exploring suitable alternative employment for all employees identified as being displaced, as set out in the "Summary of aims".

The Scope of the EQIA

This policy applies to all those employed within NHSScotland.

Key Findings

There are no negative effects on the protected characteristics of the NHSScotland workforce. The policy is drafted to reflect the findings from the partnership consultation across Scottish Government departments and NHSScotland Boards to ensure a fair and consistent approach to the process of exploring suitable alternative employment for displaced employees working in NHSScotland Boards.

Recommendations and Conclusion

Implementation of this PIN policy will assist compliance with current legislative requirements and national policies.